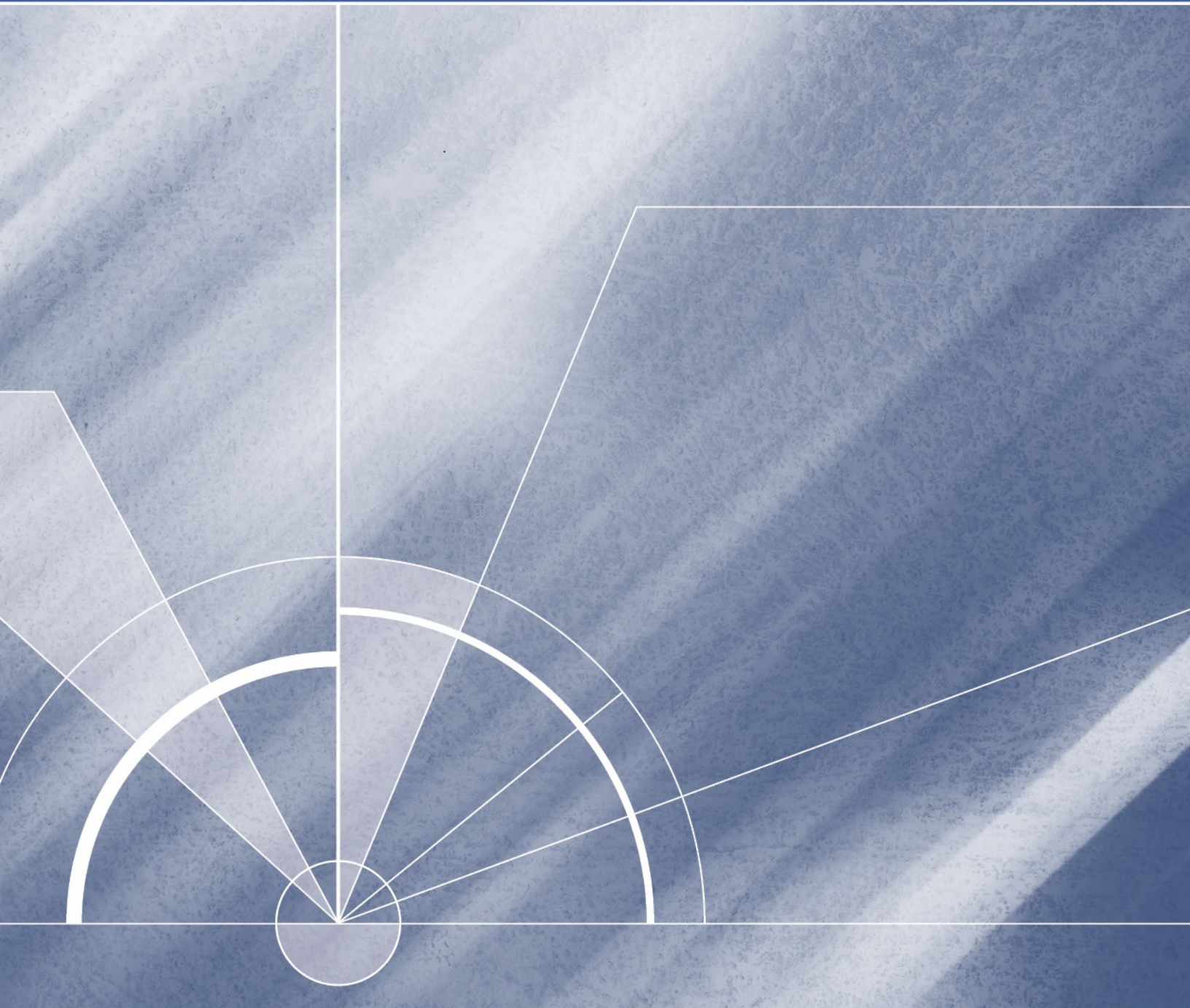


# 2017

## **Federal Employee Viewpoint Survey** *Empowering Employees. Inspiring Change.*

Ethnicity  
Comparison  
Report

Environmental Protection Agency



# Environmental Protection Agency

## *Ethnicity Comparison Report*

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

### Response Summary

	Surveys Completed
Governmentwide	486,105
<b>Environmental Protection Agency</b>	<b>9,414</b>
Hispanic or Latino	650
Not Hispanic or Latino	8,240

### Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

### Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

### My Work Experience

#### 1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
<b>Environmental Protection Agency</b>	<b>9,390</b>	<b>69.9%</b>	<b>14.6%</b>	<b>15.5%</b>
Hispanic or Latino	649	66.9%	12.5%	20.6%
Not Hispanic or Latino	8,225	70.8%	14.6%	14.6%

#### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
<b>Environmental Protection Agency</b>	<b>9,368</b>	<b>72.3%</b>	<b>13.8%</b>	<b>13.9%</b>
Hispanic or Latino	648	71.3%	12.3%	16.4%
Not Hispanic or Latino	8,201	73.1%	13.6%	13.3%

# Environmental Protection Agency

## *Ethnicity Comparison Report*

### My Work Experience (continued)

#### *3. I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
<b>Environmental Protection Agency</b>	<b>9,323</b>	<b>67.3%</b>	<b>15.6%</b>	<b>17.1%</b>
Hispanic or Latino	642	66.2%	13.9%	19.9%
Not Hispanic or Latino	8,166	68.1%	15.7%	16.2%

#### *4. My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
<b>Environmental Protection Agency</b>	<b>9,369</b>	<b>76.4%</b>	<b>12.6%</b>	<b>11.0%</b>
Hispanic or Latino	648	77.0%	11.8%	11.2%
Not Hispanic or Latino	8,205	77.0%	12.4%	10.6%

#### *5. I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
<b>Environmental Protection Agency</b>	<b>9,318</b>	<b>84.1%</b>	<b>10.1%</b>	<b>5.8%</b>
Hispanic or Latino	645	86.1%	9.0%	4.9%
Not Hispanic or Latino	8,157	84.5%	9.9%	5.6%

#### *6. I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
<b>Environmental Protection Agency</b>	<b>9,317</b>	<b>80.1%</b>	<b>11.0%</b>	<b>8.9%</b>
Hispanic or Latino	639	78.5%	11.9%	9.6%
Not Hispanic or Latino	8,164	80.8%	10.6%	8.6%

#### *7. When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
<b>Environmental Protection Agency</b>	<b>9,372</b>	<b>96.4%</b>	<b>2.3%</b>	<b>1.4%</b>
Hispanic or Latino	650	95.5%	3.1%	1.4%
Not Hispanic or Latino	8,202	96.6%	2.1%	1.3%

#### *8. I am constantly looking for ways to do my job better.*

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
<b>Environmental Protection Agency</b>	<b>9,345</b>	<b>90.8%</b>	<b>7.5%</b>	<b>1.7%</b>
Hispanic or Latino	648	92.1%	5.8%	2.1%
Not Hispanic or Latino	8,181	90.9%	7.6%	1.5%

# Environmental Protection Agency

## Ethnicity Comparison Report

### My Work Experience (continued)

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
<b>Environmental Protection Agency</b>	<b>9,366</b>	<b>39.9%</b>	<b>17.0%</b>	<b>43.1%</b>	<b>16</b>
Hispanic or Latino	645	42.3%	18.1%	39.7%	2
Not Hispanic or Latino	8,205	39.9%	16.9%	43.2%	9

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
<b>Environmental Protection Agency</b>	<b>9,346</b>	<b>57.5%</b>	<b>17.4%</b>	<b>25.1%</b>	<b>12</b>
Hispanic or Latino	645	56.3%	17.7%	26.0%	2
Not Hispanic or Latino	8,187	57.9%	17.2%	24.9%	7

#### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
<b>Environmental Protection Agency</b>	<b>9,220</b>	<b>60.7%</b>	<b>16.7%</b>	<b>22.6%</b>	<b>31</b>
Hispanic or Latino	631	60.2%	15.5%	24.3%	4
Not Hispanic or Latino	8,083	61.7%	16.5%	21.8%	26

#### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
<b>Environmental Protection Agency</b>	<b>9,309</b>	<b>82.3%</b>	<b>9.5%</b>	<b>8.1%</b>	<b>47</b>
Hispanic or Latino	641	84.6%	6.9%	8.6%	4
Not Hispanic or Latino	8,153	82.5%	9.5%	7.9%	38

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
<b>Environmental Protection Agency</b>	<b>9,270</b>	<b>90.6%</b>	<b>6.5%</b>	<b>2.9%</b>	<b>27</b>
Hispanic or Latino	636	92.2%	5.6%	2.2%	2
Not Hispanic or Latino	8,121	90.9%	6.3%	2.8%	22

# Environmental Protection Agency

## Ethnicity Comparison Report

### My Work Experience (continued)

**14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
<b>Environmental Protection Agency</b>	<b>9,325</b>	<b>72.7%</b>	<b>12.7%</b>	<b>14.6%</b>	<b>24</b>
Hispanic or Latino	640	76.7%	11.0%	12.3%	3
Not Hispanic or Latino	8,170	72.8%	12.6%	14.5%	17

**15. My performance appraisal is a fair reflection of my performance.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
<b>Environmental Protection Agency</b>	<b>9,288</b>	<b>75.3%</b>	<b>12.9%</b>	<b>11.8%</b>	<b>89</b>
Hispanic or Latino	635	71.4%	13.4%	15.2%	12
Not Hispanic or Latino	8,142	76.5%	12.4%	11.1%	68

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
<b>Environmental Protection Agency</b>	<b>9,319</b>	<b>86.2%</b>	<b>9.9%</b>	<b>3.9%</b>	<b>25</b>
Hispanic or Latino	642	83.6%	11.7%	4.7%	2
Not Hispanic or Latino	8,165	86.8%	9.5%	3.7%	19

**17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
<b>Environmental Protection Agency</b>	<b>8,645</b>	<b>64.0%</b>	<b>19.0%</b>	<b>17.1%</b>	<b>686</b>
Hispanic or Latino	600	62.5%	19.1%	18.5%	45
Not Hispanic or Latino	7,572	64.9%	18.6%	16.5%	600

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
<b>Environmental Protection Agency</b>	<b>9,269</b>	<b>51.1%</b>	<b>24.4%</b>	<b>24.5%</b>	<b>95</b>
Hispanic or Latino	642	48.0%	22.7%	29.3%	6
Not Hispanic or Latino	8,124	52.2%	24.3%	23.5%	74



## Environmental Protection Agency Ethnicity Comparison Report

### My Work Experience (continued)

**19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
<b>Environmental Protection Agency</b>	<b>9,233</b>	<b>65.4%</b>	<b>15.2%</b>	<b>19.4%</b>	<b>169</b>
Hispanic or Latino	633	63.7%	16.5%	19.9%	17
Not Hispanic or Latino	8,091	66.4%	14.7%	19.0%	141

### My Work Unit

**20. The people I work with cooperate to get the job done.**

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
<b>Environmental Protection Agency</b>	<b>9,400</b>	<b>83.2%</b>	<b>9.5%</b>	<b>7.3%</b>
Hispanic or Latino	650	78.2%	11.4%	10.4%
Not Hispanic or Latino	8,229	84.1%	9.0%	6.9%

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
<b>Environmental Protection Agency</b>	<b>9,054</b>	<b>42.6%</b>	<b>21.7%</b>	<b>35.6%</b>	<b>331</b>
Hispanic or Latino	628	45.3%	20.5%	34.2%	21
Not Hispanic or Latino	7,932	42.9%	21.6%	35.6%	287

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
<b>Environmental Protection Agency</b>	<b>8,519</b>	<b>42.1%</b>	<b>27.7%</b>	<b>30.1%</b>	<b>840</b>
Hispanic or Latino	588	42.0%	25.6%	32.4%	56
Not Hispanic or Latino	7,473	42.7%	27.8%	29.5%	725

**23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
<b>Environmental Protection Agency</b>	<b>8,029</b>	<b>31.6%</b>	<b>31.3%</b>	<b>37.1%</b>	<b>1,338</b>
Hispanic or Latino	569	30.4%	31.1%	38.5%	79
Not Hispanic or Latino	7,012	32.0%	31.2%	36.8%	1,195

# Environmental Protection Agency

## Ethnicity Comparison Report

### My Work Unit (continued)

#### 24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
<b>Environmental Protection Agency</b>	<b>8,497</b>	<b>39.5%</b>	<b>28.8%</b>	<b>31.6%</b>	<b>872</b>
Hispanic or Latino	591	39.5%	25.9%	34.5%	58
Not Hispanic or Latino	7,441	40.1%	29.1%	30.8%	766

#### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
<b>Environmental Protection Agency</b>	<b>8,309</b>	<b>50.1%</b>	<b>24.2%</b>	<b>25.7%</b>	<b>1,029</b>
Hispanic or Latino	586	47.9%	25.1%	27.0%	62
Not Hispanic or Latino	7,277	50.9%	24.1%	25.0%	903

#### 26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
<b>Environmental Protection Agency</b>	<b>9,296</b>	<b>79.9%</b>	<b>10.7%</b>	<b>9.5%</b>	<b>46</b>
Hispanic or Latino	639	73.9%	13.1%	12.9%	5
Not Hispanic or Latino	8,151	80.8%	10.3%	8.9%	37

#### 27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
<b>Environmental Protection Agency</b>	<b>8,893</b>	<b>57.3%</b>	<b>28.8%</b>	<b>13.9%</b>	<b>474</b>
Hispanic or Latino	611	59.6%	25.1%	15.3%	36
Not Hispanic or Latino	7,807	57.6%	28.7%	13.7%	404

#### 28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
<b>Environmental Protection Agency</b>	<b>9,385</b>	<b>90.6%</b>	<b>7.9%</b>	<b>1.5%</b>
Hispanic or Latino	648	86.2%	11.0%	2.8%
Not Hispanic or Latino	8,231	91.3%	7.4%	1.3%

# Environmental Protection Agency

## Ethnicity Comparison Report

### My Agency

#### 29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
<b>Environmental Protection Agency</b>	<b>9,092</b>	<b>75.4%</b>	<b>14.5%</b>	<b>10.1%</b>	<b>174</b>
Hispanic or Latino	638	71.6%	15.8%	12.6%	6
Not Hispanic or Latino	8,043	76.1%	14.2%	9.6%	151

#### 30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
<b>Environmental Protection Agency</b>	<b>8,995</b>	<b>48.0%</b>	<b>23.3%</b>	<b>28.6%</b>	<b>281</b>
Hispanic or Latino	628	46.6%	23.8%	29.6%	17
Not Hispanic or Latino	7,952	48.9%	23.1%	27.9%	252

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
<b>Environmental Protection Agency</b>	<b>9,075</b>	<b>60.3%</b>	<b>20.5%</b>	<b>19.2%</b>	<b>209</b>
Hispanic or Latino	632	54.2%	19.8%	26.0%	17
Not Hispanic or Latino	8,024	61.6%	20.3%	18.1%	182

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
<b>Environmental Protection Agency</b>	<b>8,918</b>	<b>49.3%</b>	<b>26.5%</b>	<b>24.2%</b>	<b>326</b>
Hispanic or Latino	619	47.0%	22.5%	30.5%	26
Not Hispanic or Latino	7,886	50.3%	26.8%	23.0%	284

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
<b>Environmental Protection Agency</b>	<b>8,322</b>	<b>22.8%</b>	<b>31.7%</b>	<b>45.5%</b>	<b>939</b>
Hispanic or Latino	577	21.4%	31.1%	47.5%	69
Not Hispanic or Latino	7,370	23.3%	31.8%	44.9%	820



# Environmental Protection Agency

## Ethnicity Comparison Report

### My Agency (continued)

#### 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
<b>Environmental Protection Agency</b>	<b>8,690</b>	<b>63.8%</b>	<b>22.4%</b>	<b>13.8%</b>	<b>575</b>
Hispanic or Latino	612	54.3%	23.1%	22.5%	33
Not Hispanic or Latino	7,695	65.2%	22.0%	12.8%	503

#### 35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
<b>Environmental Protection Agency</b>	<b>9,120</b>	<b>84.6%</b>	<b>10.4%</b>	<b>4.9%</b>	<b>160</b>
Hispanic or Latino	636	81.9%	12.1%	6.0%	12
Not Hispanic or Latino	8,073	85.3%	10.1%	4.6%	133

#### 36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
<b>Environmental Protection Agency</b>	<b>9,158</b>	<b>84.7%</b>	<b>11.1%</b>	<b>4.2%</b>	<b>89</b>
Hispanic or Latino	636	82.7%	11.9%	5.5%	8
Not Hispanic or Latino	8,108	85.4%	10.7%	3.9%	72

#### 37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
<b>Environmental Protection Agency</b>	<b>8,570</b>	<b>57.2%</b>	<b>21.6%</b>	<b>21.3%</b>	<b>693</b>
Hispanic or Latino	604	56.0%	21.5%	22.6%	42
Not Hispanic or Latino	7,585	58.0%	21.3%	20.7%	610

#### 38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
<b>Environmental Protection Agency</b>	<b>8,226</b>	<b>72.3%</b>	<b>16.9%</b>	<b>10.8%</b>	<b>1,011</b>
Hispanic or Latino	581	68.7%	15.8%	15.5%	59
Not Hispanic or Latino	7,292	73.1%	16.7%	10.2%	884

# Environmental Protection Agency

## Ethnicity Comparison Report

### My Agency (continued)

#### 39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
<b>Environmental Protection Agency</b>	<b>9,143</b>	<b>72.4%</b>	<b>15.8%</b>	<b>11.8%</b>	<b>128</b>
Hispanic or Latino	641	72.6%	15.6%	11.8%	7
Not Hispanic or Latino	8,088	72.8%	15.5%	11.7%	112

#### 40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
<b>Environmental Protection Agency</b>	<b>9,270</b>	<b>66.7%</b>	<b>18.4%</b>	<b>14.9%</b>
Hispanic or Latino	650	65.4%	19.3%	15.3%
Not Hispanic or Latino	8,204	67.5%	18.0%	14.4%

#### 41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
<b>Environmental Protection Agency</b>	<b>8,438</b>	<b>41.3%</b>	<b>27.5%</b>	<b>31.2%</b>	<b>857</b>
Hispanic or Latino	597	46.6%	25.2%	28.2%	50
Not Hispanic or Latino	7,467	41.5%	27.6%	30.9%	764

### My Supervisor

#### 42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
<b>Environmental Protection Agency</b>	<b>9,239</b>	<b>88.8%</b>	<b>6.4%</b>	<b>4.7%</b>	<b>46</b>
Hispanic or Latino	647	86.1%	6.8%	7.0%	3
Not Hispanic or Latino	8,192	89.5%	6.1%	4.4%	38

#### 43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
<b>Environmental Protection Agency</b>	<b>9,230</b>	<b>76.2%</b>	<b>12.7%</b>	<b>11.0%</b>	<b>35</b>
Hispanic or Latino	647	75.0%	13.1%	12.0%	0
Not Hispanic or Latino	8,183	77.1%	12.5%	10.4%	29

# Environmental Protection Agency

## Ethnicity Comparison Report

### My Supervisor (continued)

#### 44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
<b>Environmental Protection Agency</b>	<b>9,169</b>	<b>72.4%</b>	<b>14.7%</b>	<b>13.0%</b>	<b>58</b>
Hispanic or Latino	642	67.1%	17.3%	15.7%	3
Not Hispanic or Latino	8,137	73.4%	14.2%	12.4%	46

#### 45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
<b>Environmental Protection Agency</b>	<b>8,393</b>	<b>76.2%</b>	<b>17.7%</b>	<b>6.0%</b>	<b>851</b>
Hispanic or Latino	590	72.6%	15.9%	11.5%	59
Not Hispanic or Latino	7,468	77.0%	17.6%	5.4%	727

#### 46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
<b>Environmental Protection Agency</b>	<b>9,202</b>	<b>68.8%</b>	<b>17.6%</b>	<b>13.6%</b>	<b>39</b>
Hispanic or Latino	643	66.5%	18.3%	15.2%	3
Not Hispanic or Latino	8,169	69.8%	17.1%	13.1%	29

#### 47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
<b>Environmental Protection Agency</b>	<b>9,124</b>	<b>75.6%</b>	<b>13.9%</b>	<b>10.4%</b>	<b>137</b>
Hispanic or Latino	638	72.1%	14.2%	13.7%	10
Not Hispanic or Latino	8,106	76.5%	13.6%	9.9%	106

#### 48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
<b>Environmental Protection Agency</b>	<b>9,278</b>	<b>84.7%</b>	<b>7.9%</b>	<b>7.4%</b>
Hispanic or Latino	648	83.6%	7.8%	8.5%
Not Hispanic or Latino	8,232	85.3%	7.7%	7.1%

#### 49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
<b>Environmental Protection Agency</b>	<b>9,257</b>	<b>87.4%</b>	<b>6.8%</b>	<b>5.8%</b>
Hispanic or Latino	650	86.7%	6.3%	7.0%
Not Hispanic or Latino	8,207	87.9%	6.6%	5.5%

# Environmental Protection Agency

## Ethnicity Comparison Report

### My Supervisor (continued)

#### 50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
<b>Environmental Protection Agency</b>	<b>9,256</b>	<b>91.7%</b>	<b>4.6%</b>	<b>3.7%</b>
Hispanic or Latino	646	87.5%	6.9%	5.6%
Not Hispanic or Latino	8,213	92.3%	4.3%	3.4%

#### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
<b>Environmental Protection Agency</b>	<b>9,258</b>	<b>76.2%</b>	<b>12.8%</b>	<b>11.1%</b>
Hispanic or Latino	647	72.5%	13.0%	14.5%
Not Hispanic or Latino	8,215	77.2%	12.3%	10.4%

#### 52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
<b>Environmental Protection Agency</b>	<b>9,269</b>	<b>79.7%</b>	<b>12.8%</b>	<b>7.5%</b>
Hispanic or Latino	649	76.3%	12.7%	11.0%
Not Hispanic or Latino	8,226	80.5%	12.5%	6.9%

### Leadership

#### 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
<b>Environmental Protection Agency</b>	<b>9,041</b>	<b>38.7%</b>	<b>23.1%</b>	<b>38.2%</b>	<b>191</b>
Hispanic or Latino	636	43.5%	20.6%	35.9%	12
Not Hispanic or Latino	8,058	38.9%	23.0%	38.1%	164

#### 54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
<b>Environmental Protection Agency</b>	<b>8,575</b>	<b>49.1%</b>	<b>22.4%</b>	<b>28.5%</b>	<b>633</b>
Hispanic or Latino	611	53.0%	22.5%	24.5%	38
Not Hispanic or Latino	7,647	49.3%	22.2%	28.5%	553

# Environmental Protection Agency

## Ethnicity Comparison Report

### Leadership (continued)

#### 55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
<b>Environmental Protection Agency</b>	<b>8,628</b>	<b>72.8%</b>	<b>17.0%</b>	<b>10.2%</b>	<b>547</b>
Hispanic or Latino	620	67.2%	18.2%	14.6%	22
Not Hispanic or Latino	7,688	73.9%	16.7%	9.4%	490

#### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
<b>Environmental Protection Agency</b>	<b>9,055</b>	<b>65.2%</b>	<b>19.1%</b>	<b>15.7%</b>	<b>121</b>
Hispanic or Latino	637	61.9%	21.0%	17.1%	8
Not Hispanic or Latino	8,074	66.0%	18.9%	15.1%	104

#### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
<b>Environmental Protection Agency</b>	<b>8,506</b>	<b>66.8%</b>	<b>21.1%</b>	<b>12.1%</b>	<b>656</b>
Hispanic or Latino	611	64.4%	20.7%	15.0%	36
Not Hispanic or Latino	7,588	67.5%	21.0%	11.5%	578

#### 58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
<b>Environmental Protection Agency</b>	<b>8,890</b>	<b>60.3%</b>	<b>20.1%</b>	<b>19.5%</b>	<b>292</b>
Hispanic or Latino	626	56.8%	20.1%	23.1%	18
Not Hispanic or Latino	7,935	61.2%	20.0%	18.8%	256

#### 59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
<b>Environmental Protection Agency</b>	<b>8,915</b>	<b>65.0%</b>	<b>19.2%</b>	<b>15.8%</b>	<b>275</b>
Hispanic or Latino	632	61.3%	20.3%	18.4%	14
Not Hispanic or Latino	7,948	66.0%	18.9%	15.1%	244

#### 60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
<b>Environmental Protection Agency</b>	<b>8,847</b>	<b>68.1%</b>	<b>20.1%</b>	<b>11.8%</b>	<b>357</b>
Hispanic or Latino	627	64.0%	20.6%	15.4%	21
Not Hispanic or Latino	7,901	68.9%	19.9%	11.2%	314

# Environmental Protection Agency

## Ethnicity Comparison Report

### Leadership (continued)

#### 61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
<b>Environmental Protection Agency</b>	<b>9,030</b>	<b>48.2%</b>	<b>21.7%</b>	<b>30.1%</b>	<b>167</b>
Hispanic or Latino	639	54.4%	17.8%	27.8%	9
Not Hispanic or Latino	8,059	48.2%	21.7%	30.0%	149

#### 62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
<b>Environmental Protection Agency</b>	<b>7,922</b>	<b>63.3%</b>	<b>23.9%</b>	<b>12.7%</b>	<b>1,285</b>
Hispanic or Latino	572	63.3%	23.2%	13.5%	77
Not Hispanic or Latino	7,069	63.7%	23.8%	12.5%	1,148

### My Satisfaction

#### 63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
<b>Environmental Protection Agency</b>	<b>9,182</b>	<b>56.8%</b>	<b>21.2%</b>	<b>22.0%</b>
Hispanic or Latino	646	54.9%	22.1%	23.0%
Not Hispanic or Latino	8,216	57.7%	20.8%	21.4%

#### 64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
<b>Environmental Protection Agency</b>	<b>9,178</b>	<b>54.2%</b>	<b>21.1%</b>	<b>24.7%</b>
Hispanic or Latino	648	51.1%	21.1%	27.8%
Not Hispanic or Latino	8,211	55.2%	20.9%	24.0%

#### 65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
<b>Environmental Protection Agency</b>	<b>9,151</b>	<b>58.8%</b>	<b>20.9%</b>	<b>20.3%</b>
Hispanic or Latino	646	54.0%	21.6%	24.4%
Not Hispanic or Latino	8,187	59.9%	20.6%	19.5%



# Environmental Protection Agency

## *Ethnicity Comparison Report*

### My Satisfaction (continued)

#### 66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
<b>Environmental Protection Agency</b>	<b>9,144</b>	<b>39.4%</b>	<b>27.6%</b>	<b>33.0%</b>
Hispanic or Latino	649	39.7%	29.8%	30.4%
Not Hispanic or Latino	8,180	40.0%	27.1%	32.9%

#### 67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
<b>Environmental Protection Agency</b>	<b>9,147</b>	<b>33.5%</b>	<b>31.7%</b>	<b>34.8%</b>
Hispanic or Latino	647	33.6%	28.2%	38.2%
Not Hispanic or Latino	8,183	34.0%	31.9%	34.1%

#### 68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
<b>Environmental Protection Agency</b>	<b>9,145</b>	<b>54.1%</b>	<b>26.2%</b>	<b>19.7%</b>
Hispanic or Latino	643	50.1%	25.5%	24.4%
Not Hispanic or Latino	8,183	55.1%	26.0%	18.9%

#### 69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
<b>Environmental Protection Agency</b>	<b>9,163</b>	<b>70.2%</b>	<b>16.5%</b>	<b>13.3%</b>
Hispanic or Latino	647	69.1%	16.5%	14.4%
Not Hispanic or Latino	8,197	70.9%	16.2%	12.9%

#### 70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
<b>Environmental Protection Agency</b>	<b>9,163</b>	<b>69.3%</b>	<b>15.1%</b>	<b>15.6%</b>
Hispanic or Latino	647	66.9%	15.0%	18.1%
Not Hispanic or Latino	8,198	70.1%	14.7%	15.2%

#### 71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
<b>Environmental Protection Agency</b>	<b>9,165</b>	<b>59.8%</b>	<b>21.0%</b>	<b>19.3%</b>
Hispanic or Latino	647	60.9%	20.4%	18.7%
Not Hispanic or Latino	8,205	60.4%	20.6%	18.9%

# Environmental Protection Agency

## Ethnicity Comparison Report

### Work/Life

#### 72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
<b>Environmental Protection Agency</b>	<b>9,140</b>	<b>90.3%</b>	<b>2.7%</b>	<b>3.5%</b>	<b>3.4%</b>
Hispanic or Latino	645	88.7%	3.0%	3.4%	4.9%
Not Hispanic or Latino	8,184	90.6%	2.6%	3.5%	3.2%

#### 73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
<b>Environmental Protection Agency</b>	<b>9,170</b>	<b>3.4%</b>	<b>47.3%</b>	<b>12.2%</b>	<b>19.7%</b>
Hispanic or Latino	647	2.4%	53.5%	11.6%	15.9%
Not Hispanic or Latino	8,217	3.6%	46.8%	12.3%	20.1%

(continued)

#### 73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
<b>Environmental Protection Agency</b>	<b>9,170</b>	<b>2.0%</b>	<b>1.0%</b>	<b>2.6%</b>	<b>11.7%</b>
Hispanic or Latino	647	2.1%	1.5%	3.2%	9.9%
Not Hispanic or Latino	8,217	2.0%	0.9%	2.6%	11.7%

#### 74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
<b>Environmental Protection Agency</b>	<b>9,121</b>	<b>66.0%</b>	<b>31.6%</b>	<b>2.4%</b>
Hispanic or Latino	644	64.5%	31.1%	4.4%
Not Hispanic or Latino	8,174	66.0%	31.8%	2.2%

## Environmental Protection Agency Ethnicity Comparison Report

### Work/Life (continued)

**75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
<b>Environmental Protection Agency</b>	<b>9,119</b>	<b>37.8%</b>	<b>58.8%</b>	<b>3.4%</b>
Hispanic or Latino	643	42.1%	51.3%	6.5%
Not Hispanic or Latino	8,172	37.7%	59.3%	3.0%

**76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)**

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
<b>Environmental Protection Agency</b>	<b>9,073</b>	<b>12.5%</b>	<b>85.4%</b>	<b>2.1%</b>
Hispanic or Latino	638	16.2%	81.1%	2.7%
Not Hispanic or Latino	8,132	12.2%	85.9%	1.9%

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
<b>Environmental Protection Agency</b>	<b>9,101</b>	<b>3.0%</b>	<b>85.5%</b>	<b>11.4%</b>
Hispanic or Latino	644	3.6%	79.0%	17.4%
Not Hispanic or Latino	8,153	3.0%	86.1%	10.8%

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
<b>Environmental Protection Agency</b>	<b>9,100</b>	<b>2.4%</b>	<b>85.6%</b>	<b>12.0%</b>
Hispanic or Latino	644	2.9%	80.6%	16.4%
Not Hispanic or Latino	8,153	2.3%	86.2%	11.5%

**79. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
<b>Environmental Protection Agency</b>	<b>7,546</b>	<b>88.1%</b>	<b>7.3%</b>	<b>4.7%</b>	<b>55</b>
Hispanic or Latino	532	89.4%	7.0%	3.6%	7
Not Hispanic or Latino	6,777	88.3%	7.0%	4.6%	42

\*The results for this item only include employees who indicated that they participated in this program.

# Environmental Protection Agency

## Ethnicity Comparison Report

### Work/Life (continued)

#### 80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
<b>Environmental Protection Agency</b>	<b>5,984</b>	<b>94.0%</b>	<b>4.0%</b>	<b>2.0%</b>	<b>76</b>
Hispanic or Latino	407	93.1%	5.2%	1.8%	11
Not Hispanic or Latino	5,373	94.3%	3.8%	1.9%	56

\*The results for this item only include employees who indicated that they participated in this program.

#### 81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
<b>Environmental Protection Agency</b>	<b>3,380</b>	<b>86.1%</b>	<b>11.1%</b>	<b>2.8%</b>	<b>113</b>
Hispanic or Latino	259	87.3%	9.7%	3.0%	16
Not Hispanic or Latino	3,028	86.3%	10.9%	2.8%	89

\*The results for this item only include employees who indicated that they participated in this program.

#### 82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
<b>Environmental Protection Agency</b>	<b>1,111</b>	<b>81.9%</b>	<b>13.3%</b>	<b>4.8%</b>	<b>135</b>
Hispanic or Latino	98	76.5%	15.9%	7.6%	15
Not Hispanic or Latino	976	83.2%	12.3%	4.5%	114

\*The results for this item only include employees who indicated that they participated in this program.

#### 83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
<b>Environmental Protection Agency</b>	<b>259</b>	<b>74.6%</b>	<b>20.9%</b>	<b>4.5%</b>	<b>113</b>
Hispanic or Latino	19	64.6%	24.8%	10.6%	11
Not Hispanic or Latino	232	75.9%	20.0%	4.1%	98

\*The results for this item only include employees who indicated that they participated in this program.

#### 84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
<b>Environmental Protection Agency</b>	<b>209</b>	<b>71.1%</b>	<b>26.1%</b>	<b>2.8%</b>	<b>96</b>
Hispanic or Latino	15	82.2%	17.8%	0.0%	10
Not Hispanic or Latino	180	70.6%	27.1%	2.3%	83

\*The results for this item only include employees who indicated that they participated in this program.